



California Department of Health Services

"Protect and Improve the Health of all Californians"



CDHS Reorganization Update March 13, 2007

Agenda

1. Reorganization Overview
2. Project Plan Milestones
3. Other Reorganization Activities



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1. Reorganization Overview

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- Reorganization background, purpose
- CDPH, DHCS highlights
- Split and shared functions

SB 162 Background

- Creates CDPH and DHCS
- DHCS (formerly CDHS) continues to operate healthcare purchasing programs
- Public health programs transferred to CDPH, creates PHAC

Reorganization Purpose

- Promote health status of Californians
- Elevate visibility of public health issues
- Improve planning and responsiveness
- Increase accountability
- Recruit and retain top quality staff

Programs Placed Within CDPH

- Prevention Services
- Health Information & Strategic Planning
- Licensing & Certification
- WIC, GDB, MCAH, & OFP from PCFH
- Emergency Preparedness
- CCLHO

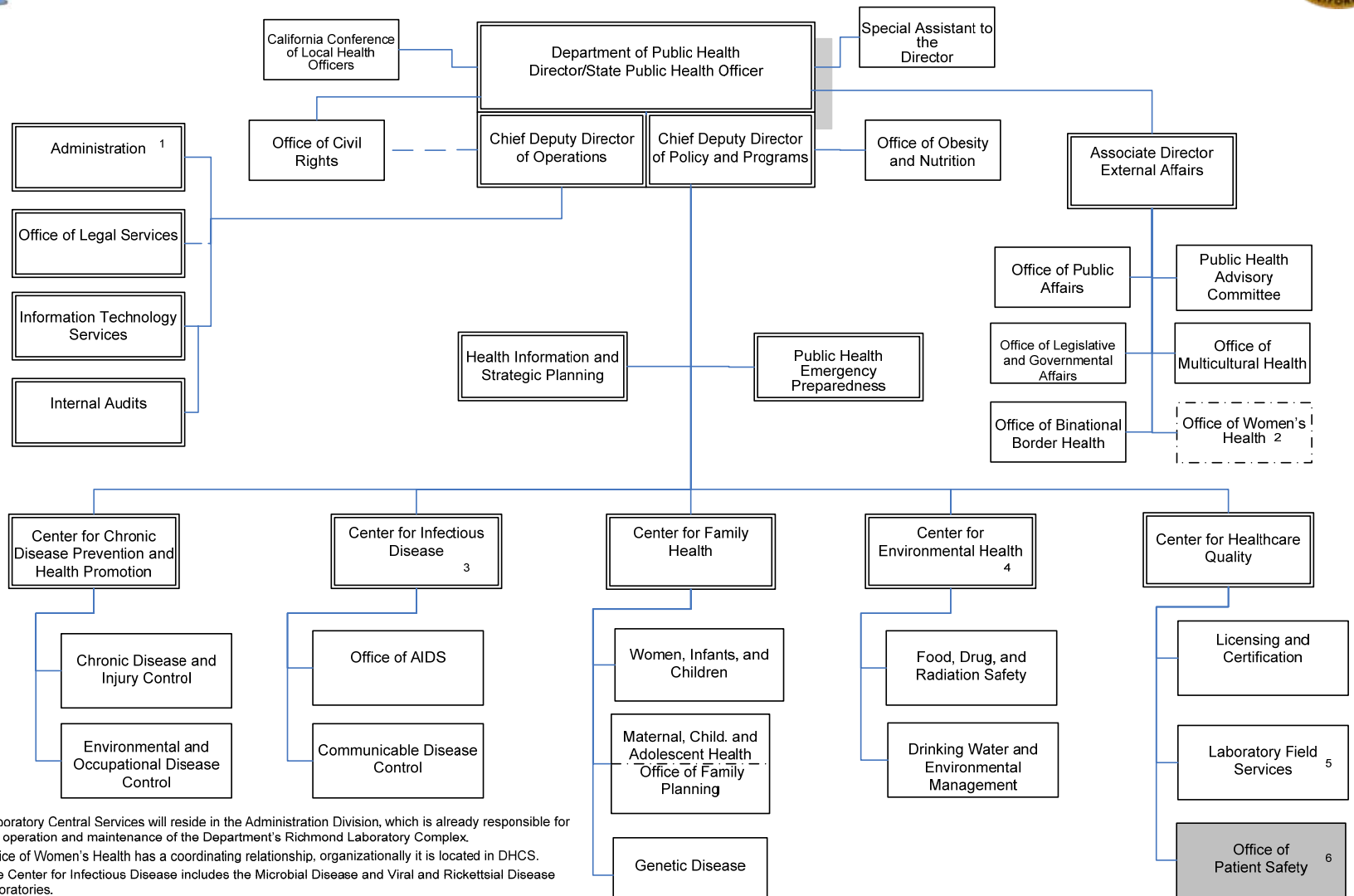
CDPH Realignment Highlights

- Five new program Centers
- Distribution of Laboratory Science
 - Central Services in CDPH Administration Division
 - ELAP in CDPH Center for Environmental Health
 - Field Services in CDPH Center for Healthcare Quality
- External Affairs



California Department of Public Health

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March 12, 2007 Version

Programs Placed Within DHCS

- Medical Care Services
- Office of Long Term Care
- PRHC, CMS from PCFH
- OCPM from Prevention Services

DHCS Realignment Highlights

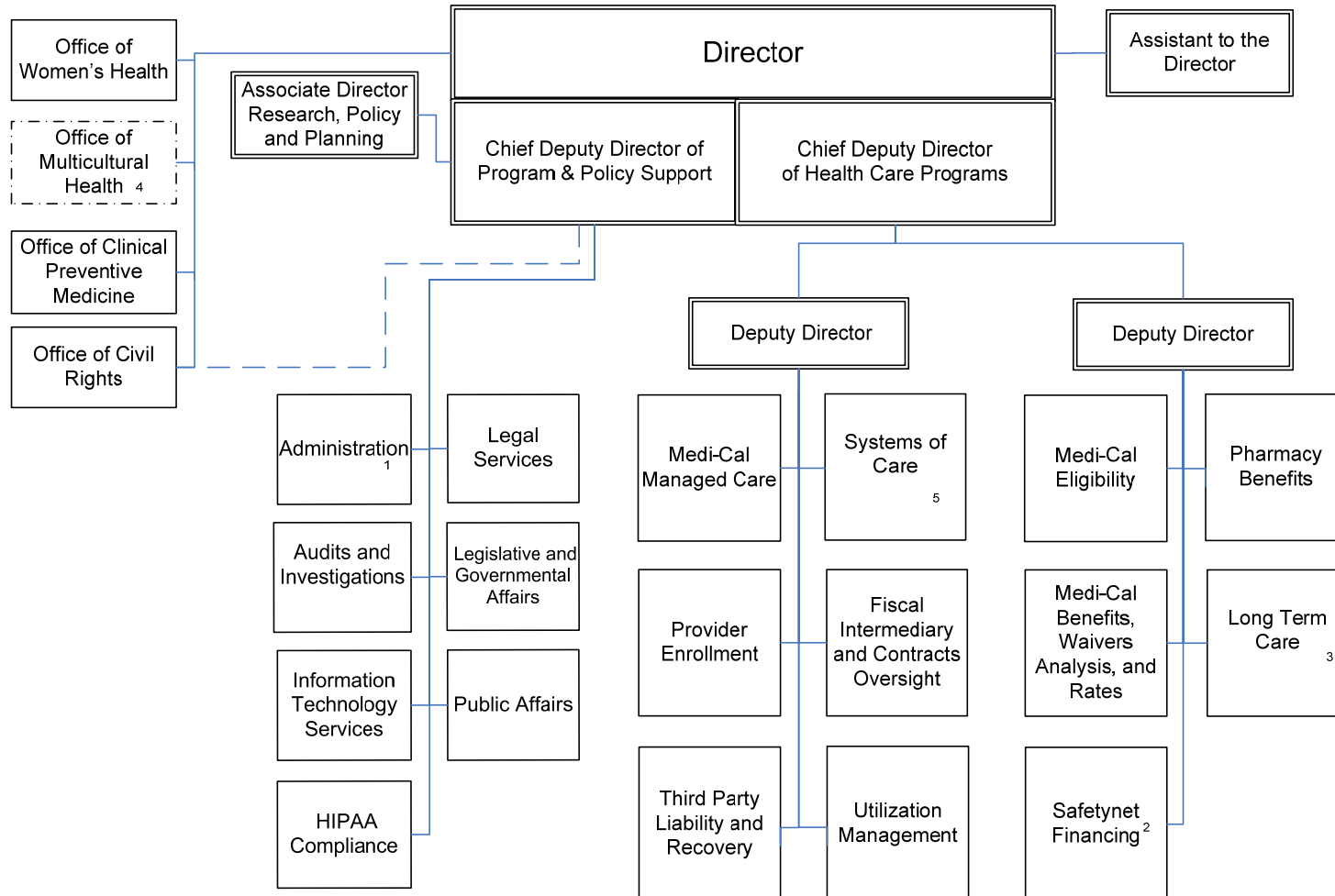
- Eleven new program Divisions
- New DHCS Systems of Care
 - CCM and MCM from MCOD
 - CCS, CHDP, GHPP and Newborn Hearing Screening from PCFH
 - DM from MCPD

DHCS Realignment Highlights, *cont'd*

- New DHCS Safetynet Financing
 - PRHC from PCFH
 - DSH from MCODE
 - ACLSS from MCPD
- HCBW in DHCS OLTC
- OMCP in DHCS Administration

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1 = Includes Office of Medi-Cal Procurement

2 = Includes Rural Health Division, Clinic and Rural Grants Program currently housed in PCFH; Disproportionate Share Hospital, Med-Cal Administrative Activities and Local Education Agency currently housed in Medical Care Services

3 = Includes OLTC and Home and Community Based Waivers

4 = Office Multicultural Health has a coordinating relationship, organizationally it is located in CDPH

5 = Systems of Care: Coordinated Care Management, California Children's Services, Child Health & Disability Prevention, Disease Management, Genetically Handicapped Persons Program, Newborn Hearing Screening, and Medical Case Management

January 19, 2007 Version

Splitting and Sharing

- Support functions divided, creating new teams in each Department
 - OLS
 - OPA
 - LGA
 - ITSD
 - A&I (CDPH = "Internal Audits")
 - Administration
 - OCR

Splitting and Sharing, *cont'd*

- OWH in DHCS, shared with CDPH
- OMH in CDPH, shared with DHCS
- Some ITSD staff shared for 3 years



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2. Project Plan Milestones

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- Highlights on tasks completed, upcoming
- Staffing and recruitment specifics
- Details on other work in progress

Major Activities Completed

- Identified reorganization milestones
- DHCS, CDPH details in 2007-08 budget
- Organizational structures created
- Identified position and resource impacts
- First round of staff assignments
- Stakeholder meetings

Important Upcoming Milestones

- Select PHAC members
- Design CDPH and DHCS websites
- Replicate accounting, IT applications
- Rollout new email addresses
- Fill vacancies
- Complete reorganization relocations
- CELEBRATE!

Work in Progress: Staffing

- CEA and Exempt positions
 - Working on CEA packages
 - Awaiting CEA exams, SPB approvals
 - Awaiting exempt appointments
 - Applications encouraged

<http://www.dhs.ca.gov/jobs/html/ceaexam.htm>
- Will announce each new Executive Staff appointment

Work in Progress: Staffing, *cont'd*

- Reclassified / redirected positions
 - 68 positions impacted
 - Most positions already vacant, some staff reassigned
 - Recruiting for new positions
 - Applications encouraged

http://www.spb.ca.gov/Employment/wvpos_index.htm

Work in Progress: Staffing, *cont'd*

- Support staff Department assignments
 - 738 support staff impacted by the split
 - 490 support staff were assigned new Department based on existing workload
 - 248 remaining support staff asked to select preferred Department assignment
 - 144 manager assignments complete
 - <http://admin.int.dhs.ca.gov/>
 - 594 represented employee assignments to be completed by April 1

Other Key Work in Progress

- Relocations
 - New CDPH Director Suite
 - L&C, OCR staff displaced
 - Directorate, Admin, OLS, External Affairs, Special Assistant in by July 1
 - Plan for additional reorganization-related moves to roll out in April
 - Moves staged to allow space reconfiguration
 - Relocations completed by October 2007

Other Key Work in Progress, *cont'd*

- Email testing complete by 4/6
- Web content developed by 5/15
- Detailed organization charts underway
- Contracts, interagency agreements
 - OLS working with programs
 - Addressing issues identified by programs
- Logo contest



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3. Additional Reorganization Activities

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- SC&A role in reorganization
- Planning for the new Departments
 - Ongoing milestone tracking
 - Leadership initiatives
 - Change management
 - Coordinating reorg activities
- Getting more information

SC&A Reorganization Roles

- Do not defer decisions because of the reorganization
 - Hire staff
 - Process contracts
- Focus on sustaining critical functions
 - Continue program responsibilities
 - Work with current support services contacts

SC&A Reorganization Roles, *cont'd*

- Provide reorg details in one-on-one and small team meetings
 - Relocation
 - How your team fits in the new Department
 - New, redirected positions
- Disseminate to external stakeholders
 - SC&A will help share info with customers
 - OPA involved; planning in progress

Reorganization Planning Activities

A. Hitting the milestones

- What are the core tasks required to split the Department?

B. Leadership initiatives

- What are the priorities for the new Departments after the split?

C. Ensuring a successful transition

- How do we manage all these changes?

A. Milestone Tracking

Categories Tracked by Reorganization Team

Track	Examples of Assignments
Legislative	Address clean up
Programmatic	Create organization charts
Legal	Draft interagency agreements
Information Technology	Roll out new websites
Administrative	Develop new budget codes
Project Management	Track PHAC applications

B. Leadership Initiatives

CDPH

- Organizational development
 - Establish CDPH principles, mission, vision
- Leadership development
 - Sustain, retain and attract management talent
- Transition Team
 - Assist with execution of reorganization-related tasks
 - Identify opportunities for improvements

B. Leadership Initiatives, *cont'd*

DHCS

- Business process redesign
 - Identify near-term priorities, execute on improvements
- Leadership development
 - Recruitment, retention, mentoring, succession planning
- Affirming mission, values, vision
 - Including longer-term planning

C. Change Management

- Transition assessment and planning
- Executing Organizational Impact Report Recommendations
 - Identifies 28 activities to ensure a successful Department split
 - “Stewards” enlisted to execute transition plans for new program offices
 - Detailed Exec Staff updates weekly
 - Updated Communication Plan rollout

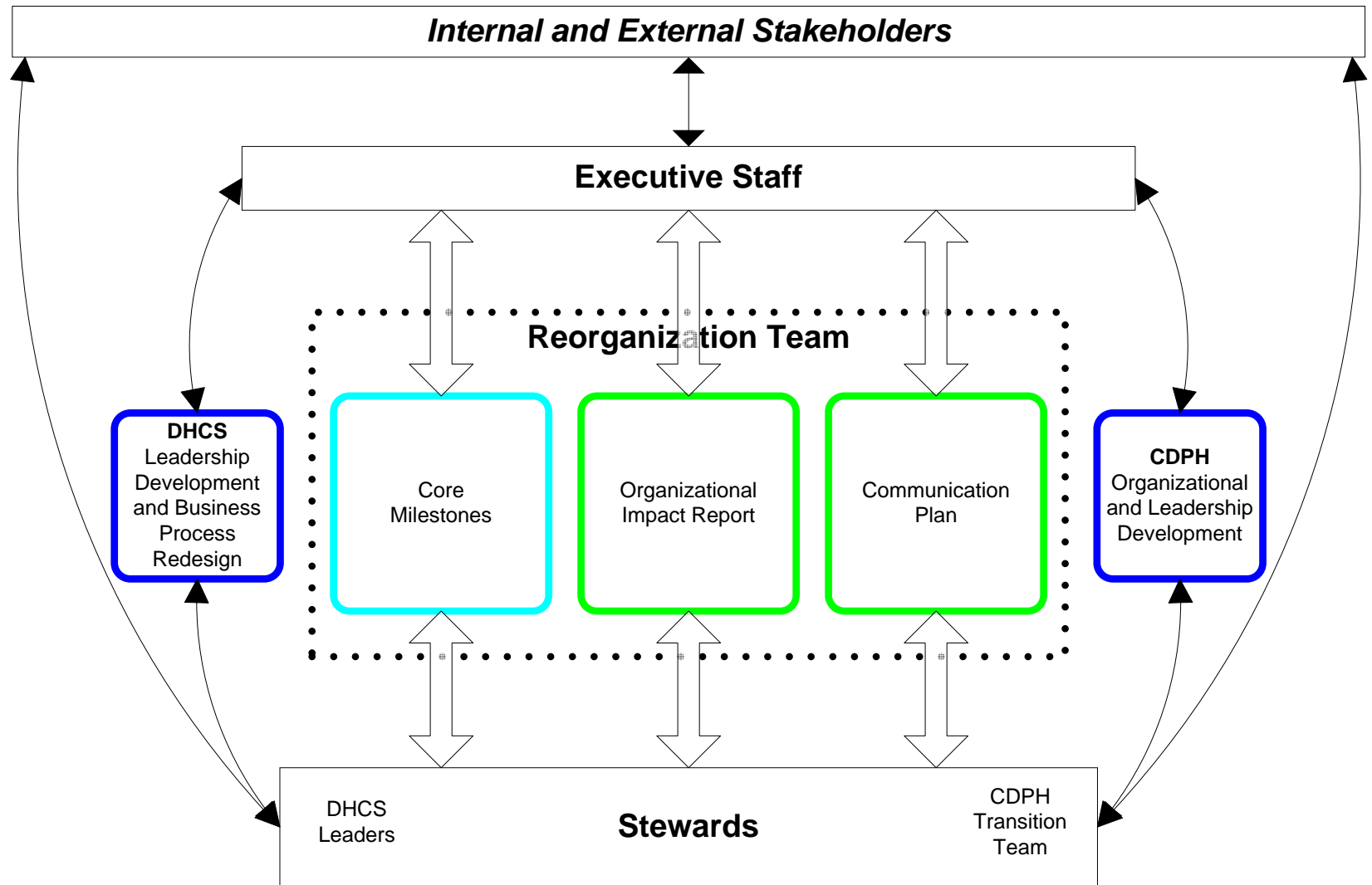
C. Change Management, *cont'd*

- Communication Plan
 - Identifies 20 activities to raise reorganization awareness
 - Targets internal and external stakeholders
 - SC&A participation critical
 - For example, share these slides personally with your staff (email doesn't count)
 - Stewards will help get the word out, too

Coordinating Reorganization Work

- 3 types of activities
 - **Core Milestones:** day-to-day oversight
 - **Change Management:** transition issues
 - **Leadership Initiatives:** forward-looking
- Reorganization Team coordinates with Exec Staff and Stewards
- Stakeholders getting information on the split and providing feedback

Reorganization Activity Overview



Light Blue: Core Milestones

Green: Change Management

Dark Blue: Leadership Initiatives

More Information

- Executive staff
- Stewards
- Reorganization team
- Reorganization website
- Reorganization mailbox

<http://dhs.ca.gov/home/organization/reorganization/default.htm>

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